

**AMERICAN EMBASSY
DAKAR, SENEGAL
VACANCY ANNOUNCEMENT**

JOB ANNOUNCEMENT NUMBER: D-2010-021

OPEN TO: All interested candidates
POSITION: Supervisory Agricultural Scientist, FSN-12/FP-3
OPENING DATE: May 18, 2010
CLOSING DATE: June 1, 2010
WORK HOURS: Full-time position, 40 hours/week

ALL ORDINARILY RESIDENT APPLICANTS MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

The U.S. Embassy in Dakar is seeking an individual for the position of **Supervisory Agricultural Scientist**.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office. For a copy, please send a request via e-mail to PersonnelDakar@state.gov

BASIC FUNCTION OF POSITION

The incumbent provides expert analysis on Animal and Plant Health issues for West and Central Africa (25 countries) and in some instances continent-wide for Africa. The incumbent has a wide knowledge and experience with livestock and plant programs (detection, prevention, control and eradication or exclusion), trade impact (Sanitary issues as described by the World Trade Organization) and applies this knowledge to safeguarding US Agriculture. Liaison with Directors of Plant and Animal Health Departments in Ministries of Agriculture throughout the region to resolve trade issues related to agricultural trade both import and export. Provides expert information related to the host country (Senegal) as well as other countries in West and Central Africa. Works with national and regional Animal health organizations to provide capacity building seminars and workshops for Avian Influenza HPAI and for novel Influenza A H1N1. Plans and orchestrates joint projects and training activities with regional and international organizations such as the FAO, OIE, African Union, ECOWAS, USAID, and Department of Defense. Coordinates APHIS activities on plant pests such as mango fruit flies with USAID projects and those of national and regional organizations. Assures that government officials follow correct quarantine or treatment procedures for pest and disease to maintain export markets from host countries to the US. Monitors and reports on regional animal and plant health and pests as they relate to trade traffic patterns, review animal and plant health reports for the region and evaluate pest interceptions and assesses this information for APHIS. Coordinates input to USDA Offshore Pest Information Systems (OPIS) data base with USDA Regional Safeguarding specialists. Works with three USDA SPS specialists stationed in Nairobi, Dakar, Pretoria to assure that Agricultural capacity building training and programs are well coordinated and targeted to Africa's needs. Supervises and trains country specialists (APHIS FSN Agriculture Specialists) in South Africa and Egypt when appropriate and host country agricultural specialists working for the Ministries of Agriculture and universities as requested. Supervises the day to day financial management activities of the APHIS Dakar and the work of the Administrative Financial Management Officer. Reviews discretionary budgets in three countries, looks for opportunities for forwarding US interests in the Region, and executes projects related to these budgets. Provides supervision for the Dakar Office Clerk/Chauffeur.

QUALIFICATIONS REQUIRED:

- a. **Education:** A Master's degree in a field of Veterinary Medicine or Agriculture such as Epidemiology, Public Health, Entomology, Plant Pathology or Agronomy.
- b. **Prior Work Experience:** The employee must be a specialist in both endemic and exotic animal diseases and familiar with plant health and pest issues for the region, trade policy of the various

countries and the sanitary policy of international and regional SPS organizations must be understood and applied. Agricultural industry production and trade characteristics are critical to the position.

- c. **Prior Work Experience:** The incumbent must have 7-10 years experience (including 3 to 4 years of supervisory experience) with the livestock sector in a public or private capacity – working with livestock and plant health regulatory issues as well as experience working with international and regional organizations.
- d. **Language Proficiency:** English Level IV (fluent) is required. French Level IV (fluent) is required. Very Good working Knowledge Level 3 in one or more local languages of the host country.
- e. **Job Knowledge:** The employee must have a complete network of animal scientists and veterinarians and plant health specialists in countries of the region. Likewise, a complete network of US government, US State government, US industry and US academic institutions must be developed and maintained as specialized information will regularly have to be sought from all these sources.
- f. **Skills and Abilities:** Ability to analyze complex, novel, and/or sensitive regional issues, programs and ability to apply a complex body of knowledge, laws, and precedents to make decisions and recommendations for APHIS.

SELECTION PROCESS: When equally qualified, U.S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans are given preference. Therefore, it is essential that the candidate's application specifically address the required qualifications above.

NOTE: Only short listed candidates will be contacted.

ADDITIONAL SELECTION CRITERIA:

- (1) Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
- (2) Current employees serving a probationary period are not eligible to apply.
- (3) Current Ordinarily Resident (OR) employees with an Overall Summary Rating of "Needs Improvement" or "Unsatisfactory" on their most recent Employee Performance Report are not eligible to apply.
- (4) Currently employed US Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
- (5) Currently employed Not Ordinarily Resident (NOR) employees hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.
- (6) Background check will be conducted if selected.

TO APPLY: Interested candidates for this position must submit the following or the application will not be considered:

- (1) Optional Application for Federal Employment (OF-612), US Embassy Dakar Application Form, or current resume/curriculum vitae that provides the same information as the OF-612.
- (2) Letter of motivation addressing the qualification requirements of the position as listed above,
- (3) Any additional documentation (e.g., essays, certificates, awards, copies of degrees earned) as relevant.
- (4) Candidates who claim US Veterans' preference must provide a copy of their Form DD-214 with their application.

SUBMIT APPLICATION TO: American Embassy, Dakar, Human Resources Office
E-mail Address: PersonnelDakar@state.gov

CLOSING DATE FOR THIS POSITION: June 01, 2010

The US Mission in Senegal provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

DEFINITIONS:

1. US Citizen Eligible Family Member (USEFM) – For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- US Citizen; and,
- EFM (see below) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
 1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
 2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

2. Eligible Family Member (EFM) - An individual related to a US Government employee in one of the following ways:

- Spouse;
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

3. Member of Household (MOH) – An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does

not have to be a US Citizen.

4. Not Ordinarily Resident (NOR) – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (OR, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a US Social Security Number (SSN).

NOR employees are compensated under a General or Foreign Service (GS or FS) salary schedule, not under the Local Compensation Plan (LCP).

5. Ordinarily Resident (OR) – A Foreign National or US citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without US Social Security Numbers are also OR. All OR employees, including US citizens, are compensated in accordance with the LCP.